

ANNUAL REPORT

2009 - 2010



ABOUT DEF

In the Indian Census of 2001, 1,261,722 persons were listed as hearing disabled among the totals of 21,906,769 populations of disabled in India. Another study states that more than 25,000 children are born deaf in India every year and eight-ten percent of the adult population has hearing problems.

The primary focus of the Deaf Enabled Foundation is "Preparing the Deaf to walk with the times". Our mission is to achieve equal access for Deaf people in every area of their lives. We are dedicated to work for the development of the Deaf community, enhancing the quality of life, providing educational facilities, promoting social and cultural awareness while working towards independence and barrier free communication for the Deaf. To achieve this Deaf Enabled Foundation organizes various activities such as Leadership Training, Personality Development Programmes and Seminars, Interpreting Services, Sign Language Seminars and Deaf Education Methodology Seminars for Schools, HIV Awareness Workshops in urban areas, Deaf Women Empowerment, Cultural Programmes, Matrimonial services and Counseling for family members of the Deaf.

VISION

- Our vision is deafness with dignity and equality, and a society where deaf people have equal opportunities to participate in all walks of life

MISSION

- Our mission is to achieve equal access for deaf people in every area of their lives. We are dedicated to work for the development of the Deaf community, enhancing the quality of life, providing educational facilities, promoting social and cultural awareness while working towards independence and barrier free communication for the Deaf.

OBJECTIVE

- To empower the deaf by providing adult literacy in Indian Sign Language.
- To provide job oriented vocational training for the deaf in Southern India.
- To train potential deaf candidates as instructors for the deaf in Indian Sign Language.
- To provide teaching classes for the purpose of training the deaf in Indian Sign Language.
- To provide tutorials and coaching classes to deaf students.
- To promote Sign Language orientation by conducting seminars and programmes.
- To create awareness and provide educational information on AIDS among the deaf in Southern India.
- To create awareness on Deaf Culture and the identity of the Deaf Community.
- To provide the deaf with skills for their empowerment and assertion of their rights as deaf persons.
- Empowering deaf women and raising awareness on their rights, gender-related issues and the vulnerabilities of deaf women in Southern India.
- To train those with potential to be deaf leaders in the future for the betterment of the Deaf Community.
- To train potential hearing candidates as Sign Language Interpreter to support to the deaf community.
- To organize training in vocational areas, leadership and personality development for the Deaf and Hard of Hearing people in Southern India with the objective of their development and empowerment.

- To provide information, publish and print books, magazine and through websites on the Internet pertaining to deafness, the needs and problems of the deaf community.
- To coordinate with organizations to reach the above goals.
- To advocate the rights of the Deaf and the Deaf Community in every area of life.
- To conduct research on the various aspects of bilingual education for the Deaf.

REGISTRATION DETAILS

- DEF is registered as a Society under Andhra Pradesh Societies Registration No. 590 of 2009, dated 31-10-2009

DETAILS OF DEF BOARD MEMBERS

Name of Board Member	Position on Board	Meetings attended
Mr.T.K.M Sandeep	President	4/4
Mr. Hari Hara Kumar	General Secretary	4/4
Mr. P. Uday Bhaskar	Treasurer	4/4
Mr. Sai Srinivas	Executive Member	4/4
Mr. Ramacharan	Executive Member	4/4
Mr. J.K. Charan	Executive Member	4/4
Mr. Malik Jasani	Executive Member	4/4
Ms. M.Ramya	Honorary Member	4/4

DONATE TO DEF

DEF is committed to work for the cause of the Deaf in India. We are carrying out all our activities through the help and support of well-wishers and donors who generously give us contributions to help sustain this work.

We wish to thank each of our donors from the bottom of our hearts. It is thanks to your faith in us and our activities that we are able to reach out and change the lives of so many Deaf persons for good. Thank you for believing in us and for your helping hand.

Donations can be sent to us for various activities of DEF specifically or generally for the work of DEF. Every drop of water adds up together to make the ocean. No matter what the size of your donation is, it will go a long way in taking our work further. We thank you for your generosity.

Here are a few areas of DEF's work that you could consider donating to directly.

- Towards the cost of courses at the Education Centre
- Towards organizing Training Workshops and Seminars
- Towards conducting Indian Sign Language Courses
- To the services of Interpreters
- To the Services of Matrimonial Assistance, Legal Aid and Counselling
- Towards organizing Adventure Camps, Theatre & Mime programmes
- Towards Rural Development Programme
- Towards the Women's program me
- Towards Sponsoring an Award to a Deaf Achiever

- Or towards contributing to the costs of starting a new office at a new location
- You could also consider giving a one-time donation or contributing on a monthly/quarterly or yearly basis.

If you would like to give your contribution or donation to DEF for the first time, please send your Cheque/DD or MO to the following address:

Deaf EnAble Foundation H.No: 1-2-397 & 398,
3rd Floor, Opp: Sadhuram Eye Hospital,
Gagan Mahal Road, Domalguda,
Hyderabad-500029.
Andhra Pradesh
Tel No:+91-9703381112
Email: def_hyd@yahoo.com

Our Bank Details are as follows:

Name of the Bank: Bank of India
Name of the Branch: Basheerbagh, Hyderabad
Account No: 860110110007508
IFSC Code: BKID0008601

All donations to DEF are exempt under Section 80G of the Income Tax Act.

Please remember to write your full name and address so that we can send you a receipt for the same. If you have any queries concerning us, please call us at +91-040-65144022

ANNUAL REVIEW

Major Accomplishments

The highlights of the activities during the year were:

- Vocational Training Center
- Health Education / AIDS Awareness
- Leadership Training
- Advocacy Training
- Training Empowerment of Deaf Women
- International Women's Day Empowerment of Deaf Women
- ISL Orientation
- Training on Long Range Strategic Plan
- News in Sign Language at R.K News Channel

Vocational Training Center

The **Deaf Enabled Education Center (DEEC)** conducts Vocational Training Program Courses and is a major wing of DEF. The courses conducted by DEEC include:

- **Computer Training Courses**

DEF is working towards providing quality computer education to all Deaf persons so that they can be a part of the Indian work force and play a constructive part in the development of our land.

The unique feature of our Computer Center is that our teachers and instructors are also Deaf and they teach the Deaf students through Indian Sign Language (ISL). DEF aims at creating a pool of talented IT workers from the Deaf community. It is our dream that every Deaf person passing out of this Center will be placed in companies of repute in the IT and other allied fields. We also encourage Deaf persons to take up self-employment.

The Basic Computer Course and training in DTP helps the deaf student to become adept at working with a computer.

- **Architecture & AutoCAD**

The Architecture course trains the Deaf person in the skills that are needed to work in the industry as a drafter, model builder or an architect's assistant. The course content also touches planning the interior layout of buildings, selecting the color scheme, furniture, carpets, tile, furnishings, draperies, and other interior materials.

In the AutoCAD Course, computer aided drawing is taught on PC computers using the latest release of AutoCAD. The course helps students acquire essential skills such as modeling, animation, materials, lighting and camera and rendering.

Courses such as the Architecture and AutoCAD courses sharpen the abilities of the Deaf person who is gifted in this area. Deaf persons are known to show exceptional focus and concentration in their work and thus are well accepted as workers in this field. The duration of this course is one year.

- **Tally**

Tally is a financial accounting software package designed by Tally Solutions mainly for small businesses and shops. Tally's software is mainly used for vouchers, financial statements and taxation in many industries. It has specialized packages for retail businesses too.

Deaf persons are proving themselves to be adept in the field of accounting through their use of the Tally software. DEF provides training to those aspiring to work in this field. The duration of this course is 4 months.

- **Hardware PC**

The term computer hardware refers to the various electronic components that are required for use in a computer along with the hardware components inside the computer case.

The Hardware PC course teaches basic PC hardware concepts, basic fault isolation procedures, instruction on hardware installation/upgrading procedures, and basic software installation procedures.

Through this course students learn PC assembly and disassembly exercises, and are also taught basic component identification exercises. The students are also taught how to upgrade and do troubleshooting for problems in computers. The duration of this course is 4 months.

- **English Classes**

Learning English is a key requirement for any Deaf person who wants to succeed in life. DEEC conducts a Basic Course in English for Beginners which equips the Deaf person to be able to converse in written English. An Advanced Course in English prepares them to have a working knowledge of English which is of a higher level. The aim of this course is to bring about a qualitative change in the standard of English through effective teaching methods.

DEF has future plans to establish an English Language Institute for the Deaf which is similar to the classes being conducted for the Deaf in the English Language Institute at the Gallaudet University in Washington, U.S. With this goal in mind DEF plans to devise various programs in the areas of research, development and training.

- **Coaching Classes for NIOS & Degree Students**

Deaf students need additional help in Sign Language so they can understand and perform well in the courses they undertake. Keeping this in mind DEF started Coaching Classes for students doing various courses from the National Institute of Open Schooling and the Annamalai University. A trained and experienced teacher enables these students to complete their course curriculum well and perform well in their respective courses.

Currently there are Deaf students from DEF doing NIOS courses at the Senior Secondary level. DEF is also providing coaching to Deaf students pursuing B.A in Public Administration and B.Com in Finance & Accounting from the Annamalai University through DEF's Coaching Classes.

AIDS AWARENESS CAMP FOR THE DEAF

The Relationship & Health Awareness Workshop is very important for Deaf persons. It is an excellent medium to help the Deaf learn how to take care their body and keep themselves safe from various diseases. The topics covered in this workshop include how the human body works, the reproductive system, awareness on Sexually Transmitted Diseases (STD) and HIV/AIDS. The workshop is completely interactive in nature and makes good use of role plays, group discussions, model making, etc.,

The Relationship & Health Awareness Workshop is the only method which is presently available for helping the Deaf understand health and safety within relationships.



KANCHEEPURAM

21st to 23rd January 2010



HYDERABAD

3rd to 5th February 2010



VIJAYAWADA

11th to 13th February 2010



HYDERABAD
11th to 13th March 2010



CHENNAI
18TH to 20TH March 2010



THANJAVUR
25th to 27th March 2010



PONDICHERRY
29TH March to 1ST April 2010

Places	Women	Men	No. of Participants
KANCHEEPURAM	9	22	31
HYDERABAD	-	10	10
VIJAYAWADA	9	12	21
HYDERABAD	-	11	11
CHENNAI	5	23	28
THANJAVUR	6	17	23
PONDICHERRY	5	12	17

Leadership Training for the Deaf

In today's rapidly changing world, the need for the infusion for young and dynamic leadership is becoming increasingly apparent and the deaf world is no exception to this crying need. The Deaf need direction and training and their talents and capabilities need channeling. These trainees in turn share their knowledge with other young Deaf people throughout the country.

The importance of Leadership Training cannot be emphasized enough. Looking forward to a better future for the Deaf in India without investing in the leadership skills of the next generation would rightly be called 'short-sightedness'. The people at DEF are concerned that the future of their organization and the Deaf community should be secure in well trained and groomed leaders. Thus Leadership Training is one of the important training programmes we have.

Dr. Madan M. Vasishta was born in India. He completed his B.A., M.A. and Ph.D degrees at Gallaudet University which is the only University for Deaf people in the world. Dr. Vasishta has worked in various capacities such as teacher, supervisor, program evaluator, principal and superintendent in several schools around the United States. He is currently a lecturer at the Gallaudet University. At the workshop Dr. Vasishta taught the participants about the relevant laws and the rights they could exercise to live better lives. He informed the participants about various subjects including United Nation Convention on Rights of Persons with Disabilities (UNCPRD), the American Disability Act (ADA) and Persons with Disabilities Act (PWD). He

presented his observations on a comparative study of the American Disability Act (ADA) and the Persons with Disabilities Act (PWD) in India. He also made a presentation on the technology for the Deaf that is currently available and also those which will be available in the future such as Video Relay Interpreting, etc.



1st February 2010 Hyderabad, Andhra Pradesh

Places	Women	Men	No. of Participants
HYDERABAD	40	70	110

Advocacy Training for the Deaf

One of the major goals of DEF is Public Advocacy and creating awareness about the problems of the Deaf and hearing impaired persons in India. Toward this end, DEF is working side by side with various NGOs and other Deaf organizations such as the National Association of the Deaf to meet common goals.

DEF is imparting advocacy training to Deaf persons so as to empower them and enabled them to stand up for their rights. This helps the Deaf community to become more participative in social and legal matters that concern them as citizens.

Advocacy training helps the Deaf persons when they have to interact with government official and when they need to approach the authorities for needs. It helps remove their fear of authorities and helps them access and utilize their rights to life so they can live fearlessly as citizens.

The participants at the workshop were taught on various subjects which included Disability and the Central & State Governments, Laws on Persons with Disabilities Act (PWD) & United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and Rights to Information (RTI) Act.

Many Deaf persons do not know their Fundamental Rights and the provisions of the Disability Law due to a lack of education and communication problems. They fear that they will not be able to overcome the problems caused due to the inequity of the Deaf in community.

The Trainers from DEF trained the participants and equipped them to stand up for their rights as Deaf citizens.



Chennai, Tamil Nadu
9th January 2010



Hyderabad, Andhra Pradesh
1st February 2010

Places	Women	Men	No. of Participants
Chennai	15	65	80
Hyderabad	20	40	60

Training Empowerment of Deaf Women



2nd February 2010,
Hyderabad, Andhra Pradesh
100 Deaf women

Deaf women across India suffer a great deal due to their powerlessness and helplessness in facing problems of various kinds. Many of them live in fear within their homes due to domestic violence and sexual harassment. Deaf women suffer due to various reasons, the main one being a lack of awareness and education.

The women's Leadership Training programme of DEF aims at bringing the Deaf women out from the confines of fear and helplessness and building them to enable them take on the challenges that come in

their way. DEF is developing women leaders who in turn will develop all the Deaf women, thus benefitting the Deaf community at large.

This workshop was attended by Deaf women leaders from all over India. During this workshop the women who came from different backgrounds shared that they felt helpless in almost every area of their lives. They shared that they had many complaints to make to their parents or schools concerning domestic violence, harassment, cheating cases related to property matters and sexual abuse.

Dr. Vasishtha got the women to form five groups of 20 each and gave them the exercise discussing and writing down how the Deaf women could be empowered and how they could face their problems and find solutions to them. Most of the women expressed that there was a need for educating women about the laws and their rights, providing information on pregnancy, birth and health awareness and also providing awareness about abuse.

International Women's Day Empowerment of Deaf Women

Deaf women across India suffer a great deal due to their powerlessness and helplessness in facing problems of various kinds. Many of them live in fear within their homes due to domestic violence and sexual harassment. Deaf women suffer due to various reasons, the main one being a lack of awareness and education.

DEF aims to bring the Deaf women out from the confines of fear and helplessness, to build them and enable them take on the various challenges that come in their way. DEF is involved with developing women leaders through the Women's Leadership Training programme. DEF believes that these Deaf women leaders will in turn help develop other Deaf women, thus benefitting the whole Deaf community at large.

The Women's Day is of great importance to women in the Deaf community as it is an opportunity to raise awareness about their rights and focus on their empowerment. Each year DEF organizes IWD in various cities, namely Hyderabad, Vijayawada, Chennai and Thanjavur.

A Programme was organized to commemorate "Empowerment of Deaf women" on the occasion of the International Women's Day.

The winners of the Deaf women Achiever awards at Hyderabad are as Followers:

1. Ms. Janaki- Best Social Worker
2. Ms. P.Uma Rani- Best Beautician
3. Ms. Swaroopa- Best Chess Player

The winners of the Deaf women Achiever awards at Chennai are as Followers:

1. Ms. Suganya- Best Social Worker
2. Ms. Sakina - Best Beautician
3. Ms. Jeya Chitra- Best Service



Hyderabad
14th March 2010



Vijayawada
21ST March 2010



Chennai
21ST March 2010



THANJAVUR
28TH March 2010

Places	No. of Participants
HYDERABAD	150
VIJAYAWADA	60
CHENNAI	80
THANJAVUR	60

Indian Sign Language Orientation Programme

We are happy with the increasing number of corporate houses and companies that are recruiting Deaf persons into their workforce. DEF provides an orientation for the Human Resources personnel of companies that are willing to employ Deaf persons. This orientation helps them understand Sign Language. It also imparts importance of Team Work and equal opportunities for the Deaf.

Training on Long Range Strategic Plan

The Deaf Enabled Foundation conducted a Training Programme on the Long Range Strategic Plan in Hyderabad, Andhra Pradesh on the 31st January, 2010. There were 38 staff of Deaf Enabled Foundation present for the Programme; they had come from Hyderabad, Chennai & Vijayawada. Dr. Madan Vasishta who is working as an Associate Professor in Gallaudet University, came to Hyderabad to train them about Long Range Strategic Planning which can be compared with Gallaudet Strategic Plan (GSP).



The Strategic Plan 2010-2012 provides the Deaf Enabled Foundation community with goals for the next two years. This strategic plan re-affirms our core values in the mission statement, sets forth a new vision with clearly articulated guiding principles, and sets forth five critical goals for ensuring vocational training of excellence for future generations of students.

News in Sign Language at R.K News Channel

Keeping in touch with what is happening all over the country and the rest of the world is very important. There is good news for the members of the Deaf community since the R. K. News Channels has started showing a half hour Special Edition News Programme for the Deaf in Indian Sign Language.



R. K. News is a Telugu News Channel. This Special Edition News Programme is shown every Sunday at 3.00 pm. The news covered in the programme includes political news, crime, sports, world news and entertainment among others. DEF is glad to be associated with this Special Edition News Programme for the Deaf in Indian Sign Language.

OUR SINCERE THANKS TO

- State Bank of Hyderabad
- Basai Steels (P) Ltd
- Vasant Chemicals Limited
- Amer Jyothi Service Station
- Indian Institute of Logistics
- State Bank of Mysore
- Oil and Natural Gas Corporation Ltd
- State Bank of India
- Sandor Medicaids Pvt.Ltd

TRANSPARENCY DISCLOSURES

Salary Distribution as on 31.03.2010

	Women	Men	Total
5000-10000	9	24	33
10001-15000	1	2	3
Total	10	26	36

Branch of DEF

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